

# *Mississippi*

## *Board of Nursing*



# *2005*

## *Annual Report*

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## **MESSAGE FROM EXECUTIVE DIRECTOR**

*In compliance with the provisions of Chapter 15, 73-15-17 et seq., Mississippi Code of 1972, Annotated, the Mississippi Board of Nursing hereby submits this report to Governor Haley Barbour to outline the accomplishments of this agency for the period of July 1, 2004, through June 30, 2005.*

*The Mississippi Board of Nursing is the state regulatory agency responsible for protection of the public in matters related to nursing. During Fiscal Year 2005, as authorized by law, the Board licensed qualified applicants, administered RN and LPN licensure examinations, communicated standards of nursing practice, issued statements regarding scope of practice, consulted with individuals and agencies on nursing practice issues, and carried out disciplinary proceedings associated with violations of the Nursing Practice Law and Rules and Regulations.*

*Through the work of appointed Board members, a committee structure, and agency staff, the Board conducted essential and critical business, monitored trends related to nursing and took proactive steps to address the ever-changing needs of the citizens of Mississippi. The Board continues to be involved in nursing regulation on the local, state and national levels with Board and staff members selected to participate on committees related to research, discipline, examinations and policy development.*

*Nurses make important contributions toward meeting the health care needs of the people of Mississippi. In a constantly changing health care environment, the Board of Nursing diligently pursues its stated function of protecting the consumers of nursing care.*

*The Mississippi Board of Nursing submits the accomplishments reported herein for Fiscal Year 2005.*

*Delia Y. Owens, JD, RN  
Executive Director*

## ***BOARD MEMBERS***

Members are appointed in accordance with the Mississippi Code, Section 73-15-9. The board is composed of thirteen members including seven registered nurses, four licensed practical nurses, one consumer of health services, and one physician. Except for the physician and consumer representatives, members are appointed by the governor from lists of nominees submitted by Mississippi registered nurse and practical nurse organizations and/or associations. The physician is appointed by the State Board of Medical Licensure and the consumer representative is appointed by the governor. The following individuals served as board members during FY 2005:

Debra Allen, RN  
Mary Ann Bearman, Consumer Representative  
Bess C. Blackwell, RN  
Darlene Lindsey, RN  
Tina Mabry RN, FNP  
Becky Nelms-Currie, RN  
Emily Pharr, LPN  
Brenda Reed, LPN  
Gary Dwayne Self, RN, CRNA  
Dr. Dwalia South, Physician Representative  
Rosie Tallie, LPN  
Cathy Walker, LPN  
Cathy Williamson, RN, CNM

The following individuals were appointed to fill expired or expiring terms:

Rosemary Caraballo, LPN  
Nadara Cole, Consumer Representative  
Dianne Harrison-Bell, LPN  
Dr. Philip Merideth, Physician Representative

## **COMMITTEES**

Board of Nursing committees are comprised of board members and staff to assist in the assessment, planning, implementation, and evaluation of board activities. Committee members are appointed by the president in accordance with bylaws except members of the Nominating Committee who are elected by the board. Board committees and the purpose of each committee are as follows:

**Compliance Committee:** Monitors and makes recommendations related to individuals whose licenses have been restricted by board order.

**Executive Committee:** Supervises affairs of the board between business meetings; evaluates board activities in terms of purpose, goals and objectives; reviews and resolves complaints relative to board members; works with the executive director and accountant in preparing the annual budget; and presents annual and quarterly budget reports to the board.

**Nominating Committee:** Submits slate of names for offices to be filled at annual meeting.

**Expanded Role Committee:** Considers and prepares recommendations related to the expanded role of the RN and the expanded role of the LPN.

**Nurse Practice Committee:** Responds to written inquiries regarding scope of nursing practice.

## **STAFF**

### **ADMINISTRATION**

Delia Y. Owens, RN, JD, Executive Director  
Nancy Herrin, Administrative Secretary

### **DISCIPLINE**

Laura Henderson-Courtney, Senior Attorney  
Vanessa Gray, Legal Secretary  
Sunni Sanger, Legal Secretary

### **INVESTIGATIONS**

Ann Ricks, RN, Director  
Dwayne Jamison, Chief Investigator  
Steve Dye, Investigator  
David Elson, Investigator  
Betty Martin, Investigator  
Jane Phillips, Investigator  
Adelia Bush, Legal Secretary

### **LICENSURE AND PRACTICE**

Sheree Zbylot, RN, Director  
Sontyna Dixon, Licensing Officer  
Sherron Fair, Licensing Officer  
Carolyn Owens, Licensing Officer  
Barbara Robison, Licensing Officer  
Gloria Perry, Licensing Officer

### **RECOVERING NURSE PROGRAM**

Jane Tallant, RN, Director  
Tony Graham, Monitoring Counselor  
Marianne Wynn, Monitoring Counselor  
Marvia Davis, Compliance Officer  
Sarah Thurman, Executive Secretary

### **FINANCE AND TECHNOLOGY**

James Mack, Director  
Freddie Tolliver, Accountant/Auditor  
Dan Patterson, Systems Analyst

## **BUDGET**

Nursing licenses expire on December 31 of each year with RN licenses expiring in even numbered years and LPN licenses expiring in odd numbered years. Thus, the vast majority of the board's income is received during the renewal period from October to December of each year. Because there are approximately two-thirds more RNs than LPNs, as a general rule, the Board of Nursing's income in even numbered years must fund at least one and one half fiscal year.

<b>RENEWAL YEAR</b>	<b>APPROPRIATED</b>	<b>ACTUAL EXPENSES</b>	<b>RECEIPTS</b>
FY04 - LPNs	\$ 1,552,945	\$ 992,127	\$ 1,144,060
FY05 - RNs	\$ 1,860,118	\$ 1,788,965	\$ 2,100,000

Actual expenses were not as budgeted due to various staff positions being vacant throughout FY 2005 and, among other things, restrictions not allowing agencies

to receive a list of eligibles and/or to begin interviews until after the employee vacating the position has worked their last day.

## ***LICENSURE***

The Mississippi Board of Nursing assisted qualified applicants in obtaining licensure to practice nursing in Mississippi by granting licensure to registered nurses and practical nurses in the following categories:

- Candidates who achieved a passing score on the National Council Licensure Examination (NCLEX®);
- Licensees who met the qualifications for renewal of active licensure;
- Nurses who were endorsed into Mississippi from another state in which they were originally licensed;
- Nurses who applied for inactive licensure; and
- Nurses whose Mississippi licenses were reinstated following a period of lapsed, revoked, or suspended licensure.

All licensing, renewal, examination and certification activities were planned, coordinated and implemented by licensing officers and their supervisory personnel. During FY 2005, in addition to renewal activities, licensing officers were directly involved in over 5,300 licensure activities or services.

### **Active Status**

As of June 30, 2005, there were 32,384 RNs and 12,778 LPNs with licensure. Active licensure means the practice of nursing as defined in the Nursing Practice Law, Section 73-15-5 (2) and (3), which states:

“The practice of nursing by a registered nurse means the performance for compensation of services which require substantial knowledge of the biological, physical, behavioral, psychological and sociological sciences and of nursing theory as the basis for assessment, diagnosis, planning, intervention and evaluation in the promotion and maintenance of health; management of individuals' responses to illness, injury or infirmity; the restoration of optimum function; or the achievement of a dignified death. Nursing practice includes, but is not limited to, administration, teaching, counseling, delegation and supervision of nursing, and execution of the medical regimen, including the administration of medications and treatments prescribed by any licensed or legally authorized physician or dentist. The foregoing shall not be deemed to include acts of medical diagnosis or prescriptions of medical, therapeutic or corrective measures, except as may be set forth by rules and regulations promulgated jointly by the State Board of Medical Licensure and the Mississippi Board of Nursing and implemented by the Mississippi Board of Nursing.”

“The practice of nursing by a licensed practical nurse means the performance for compensation of services requiring basic knowledge of the biological, physical, behavioral, psychological and sociological sciences and of nursing procedures which do not require the substantial skill, judgment and knowledge required of a registered nurse. These services are performed under the direction of a registered nurse or a licensed

physician or licensed dentist and utilize standardized procedures in the observation and care of the ill, injured and infirm; in the maintenance of health; in action to safeguard life and health; and in the administration of medications and treatments prescribed by any licensed physician or licensed dentist authorized by state law to prescribe. On a selected basis, and within safe limits, the role of the licensed practical nurse shall be expanded by the board under its rule-making authority to more complex procedures and settings commensurate with additional preparation and experience.”

The license to practice as a registered nurse is valid for two calendar years, beginning January 1 of each uneven-numbered year and expiring December 31 in each even-numbered year. The license to practice as a licensed practical nurse is valid for two calendar years, beginning January 1 of each even-numbered year and expiring December 31 in each uneven-numbered year.

Table 1 indicates the number of registered nurses and licensed practical nurses holding active licensure for the last five years and the percentage change from each previous year. In FY 2005, there was a 1.9% increase in the number of active licensees over FY 2004, including a 0.6% decrease in RNs and an 8.7% increase in LPNs.

**Table 1: Active Licensees**

<b>LICENSEES</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>	<b>FY04</b>	<b>FY05</b>
<b>Registered Nurses</b>	28,437	30,592	30,157	32,579	32,384
<b>Licensed Practical Nurses</b>	12,243	11,250	12,223	11,759	12,778
<b>Total</b>	40,680	41,842	42,380	44,338	45,162
<b>Percentage Change from Previous Year</b>	-0.6%	+2.9%	+1.3%	+4.6%	+1.9%

### **Inactive Status**

The Nursing Practice Law permits the issuance of an inactive license, at the discretion of the board, to persons not engaged in the active practice of nursing but desiring to maintain licensure. A nurse holding an inactive license continues to receive all information from the board, but is not authorized to practice in Mississippi as a RN or LPN based on that inactive status.

Table 2 depicts the number of RNs and LPNs who have held inactive licensure during the last five years and the percentage change from each previous year. There was a 20.6% decrease in the number of inactive licensees since FY 2001, including a 19.6% decrease in the number of inactive RNs and a 22.7% decrease in the number of inactive LPNs.

**Table 2: Inactive Licensees**

<b>LICENSEES</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>	<b>FY04</b>	<b>FY05</b>
<b>Registered Nurses</b>	1,699	1,625	1,495	1,991	1,366
<b>Practical Nurses</b>	811	752	714	649	627
<b>Total</b>	2,510	2,377	2,209	2640	1993
<b>Percentage Change from Previous Year</b>	+20.3%	-5.3%	-7.07%	+20%	-24.5%

### **Nurse Practitioners**

As authorized by Mississippi Code of 1972, Annotated, Section 73-15-5 (2), the Board of Nursing provides for certification of nurse practitioners. Regulations are in place to facilitate implementation of the statute, including regulations jointly promulgated by the State Board of Medical Licensure and the Mississippi Board of Nursing.

Table 3 depicts those nurse practitioners who were initially certified during FY 2005 and the total certified as of June 30, 2005. The total number of currently certified nurse practitioners represents a 2.7% decrease from last year, and a 28.2% increase over FY 2001.

**Table 3: Type and Number of Nurse Practitioners**

<b>TYPE OF NURSE PRACTITIONERS</b>	<b>FY05 (NEW)</b>	<b>TOTAL (AS OF 6/30/05)</b>
Adult	6	41
Adult Acute Care	18	36
Adult Psychiatric Mental Health	6	18
Anesthetist	100	487
Family	149	877
Family Planning	0	3
Family Psychiatric Mental Health	12	17
Gerontological	0	5
Midwife-Certified	1	26
Neonatal	5	30
OB-GYN	0	11
Pediatric	2	23
Woman's Health Care	2	25
Total	301	1599

Other licensure activities related to nurse practitioners during FY 2005 included the issuance of 46 temporary certifications, 50 reinstatements, 114 interviews with newly certified practitioners, approval of 1261 practice sites, and 416 responses to practice questions.

### **LPN Expanded Role Certification**

The role of the licensed practical nurse may be expanded by the board under its rule-making authority to include selected procedures commensurate with required preparation and experience. Under specific board-approved guidelines, the LPN may be certified in the expanded roles of intravenous therapy and hemodialysis.

Table 4 depicts those LPNs who were initially certified during FY 2005 and the total certified as of June 30, 2005. The total number of LPNs certified in an expanded role is a 9% increase from last year, and a 16.8% increase over FY 2001.



**Table 4: Type and Number of Expanded Role LPNs**

<b>TYPE OF LPN EXPANDED ROLE</b>	<b>FY05 (NEW)</b>	<b>TOTAL (AS OF 6/30/05)</b>
<b>IV Therapy</b>	179	2,182
<b>Hemodialysis</b>	15	158
<b>Total</b>	194	2,340

### **Reinstatements**

Reinstatement refers to the reactivation of licensure to those nurses who were previously licensed in Mississippi but whose licenses have lapsed. These individuals must apply and meet all requirements for reinstatement of a nursing license. In FY 2005, 450 registered nurses and 189 licensed practical nurses reinstated licensure after a period of lapsed status.

### **Records Maintenance**

Mississippi Board of Nursing staff members engaged in a variety of activities required to maintain the most accurate licensure files possible. In addition to changes made during renewal time, the following activities were performed in FY 2005:

**Table 5: Records Maintenance**

<b>ACTIVITY</b>	<b>FY04</b>	<b>FY05</b>
<b>Name Changes</b>	319	264
<b>Address Changes</b>	1085	1013
<b>Transcripts Issued</b>	32	12
<b>Licensure Certificates Issued</b>	278	328
<b>Duplicate Licenses Issued</b>	650	1518
<b>Verifications (Miscellaneous)</b>	486	889

### **Endorsements**

The board may issue a license to practice nursing as a registered nurse or licensed practical nurse without examination to an applicant who has been duly licensed as such under the laws of another state, territory or possession of the United States, the District of Columbia, or a foreign country if the applicant meets the qualifications required of licensed RNs or LPNs in this state. The nurse must have previously achieved the passing score or scores on the licensing examination required by Mississippi at the time of his or her graduation. During FY 2005, 686 RNs and 210 LPNs were endorsed into Mississippi, a decrease of 43.6% from FY 2004. As depicted in Table 6, over 68% of nurses endorsing into Mississippi were originally licensed in Alabama, Louisiana and Tennessee.

The Interstate Nurse Licensure Compact that went into effect in Mississippi on July 1, 2001, is the primary reason for the decrease in the number of endorsements. Nurses residing in another compact state who wish to practice in Mississippi have been given the privilege to practice pursuant to their home-state-nursing-license rather than going through the endorsement process for a Mississippi license. Historically, border-states and Texas have accounted for the vast majority of endorsements. Because Tennessee, Texas and Arkansas are members of the Nurse Licensure Compact, nurses from these states are no longer endorsing into Mississippi unless they move to Mississippi. If/when Alabama and Louisiana join the compact, endorsement numbers will significantly decrease. As of June 30, 2005, 19 states have adopted the compact, with two of these states not having established implementation dates. In addition to Mississippi, the following states are members: Arizona, Arkansas, Delaware, Idaho, Iowa, Maine, Maryland, Nebraska, New Jersey, New Mexico, North Carolina, North Dakota, South Dakota, Tennessee, Texas, Utah, Virginia and Wisconsin. In FY 2004, these 18 states accounted for 51.4% of endorsement applicants and in FY 2005 they accounted for 17.2% of endorsement applicants.

**Table 6: Endorsements into Mississippi - FY 2005**

STATE	RNs	LPNs	STATE	RNs	LPNs
Alabama	156	59	Nebraska	0	0
Alaska	0	0	Nevada	2	0
Arizona	2	0	New Hampshire	0	0
Arkansas	19	16	New Jersey	1	0
California	14	5	New Mexico	2	0
Colorado	2	1	New York	23	3
Connecticut	1	0	North Carolina	16	1
Delaware	0	0	North Dakota	1	0
District of Columbia	1	0	Ohio	14	8
Florida	30	6	Oklahoma	8	4
Georgia	29	4	Oregon	2	0
Hawaii	3	0	Pennsylvania	11	1
Idaho	0	0	Rhode Island	4	0
Illinois	23	9	South Carolina	7	0
Indiana	9	3	South Dakota	4	0
Iowa	2	4	Tennessee	60	10
Kansas	2	2	Texas	17	12
Kentucky	12	2	Utah	0	1
Louisiana	141	42	Vermont	0	0
Maine	0	0	Virginia	10	4
Maryland	3	0	Washington	5	1
Massachusetts	5	1	West Virginia	11	1
Michigan	5	3	Wisconsin	4	1
Minnesota	8	0	Wyoming	1	0
Missouri	13	6	Other Territories	1	0

Montana	2	0	Total	686	210
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### **Verifications**

The board provides verification of licensure status, including state board examination results and educational preparation, for registered nurses and licensed practical nurses who are seeking licensure in other states, territories or countries. During FY 2005, the licensure status of 659 registered nurses and 154 licensed practical nurses was verified to other jurisdictions. That is a 44.3% decrease in verifications to other states compared to FY 2004. This decrease was primarily due to the board's membership in the Compact and required participation in the national automated verification system which decreases the need for written verifications to some states. Exceptions are related to disciplinary cases, special situations, and non-licensure related verifications. As a result of recently passed administrative law/rules and regulations requiring health care providers to obtain disciplinary information on employees, verifications are expected to increase sharply over the next few years. Table 7 depicts the jurisdictions to which verification was provided.

**Table 7: Verifications from Mississippi - FY 2005**

STATE	RNs	LPNs	STATE	RNs	LPNs
Alabama	91	13	Nebraska	1	1
Alaska	5	0	Nevada	11	2
Arizona	3	1	New Hampshire	1	0
Arkansas	10	3	New Jersey	6	2
California	103	13	New Mexico	0	0
Colorado	9	3	New York	22	5
Connecticut	3	0	North Carolina	7	2
Delaware	0	0	North Dakota	0	0
District of Columbia	2	0	Ohio	11	1
Florida	53	6	Oklahoma	4	0
Georgia	44	19	Oregon	4	1
Hawaii	3	1	Pennsylvania	15	5
Idaho	1	0	Rhode Island	3	2
Illinois	10	5	South Carolina	3	0
Indiana	0	0	South Dakota	1	0
Iowa	0	0	Tennessee	24	5
Kansas	3	0	Texas	21	12
Kentucky	5	1	Utah	1	0
Louisiana	59	32	Vermont	1	0
Maine	0	0	Virginia	11	4
Maryland	0	1	Washington	7	1
Massachusetts	2	2	West Virginia	2	0
Michigan	13	3	Wisconsin	1	1
Minnesota	0	0	Wyoming	1	0
Missouri	6	0	Other	76	7
Montana	0	0	Total	659	154

### **Temporary Permits/Certifications**

Temporary permits to practice nursing may be issued to endorsement applicants for a period of 90 days; camp nurses for a period of 90 days, and nurses enrolled in reorientation programs for a period of 30 days. Temporary certification may be issued to advanced practice nurses seeking endorsement from other states. A total of 892 temporary permits/certifications were issued in FY 2005 as listed in Table 8. This figure has remained relatively stable over the past several years.

**Table 8: Temporary Permits/Certifications**

<b>ACTIVITY</b>	<b>RNs</b>	<b>LPNs</b>	<b>TOTAL FY04</b>	<b>TOTAL FY05</b>
<b>Endorsement</b>	436	183	839	619
<b>Reorientation</b>	4	2	14	6
<b>Camp</b>	6	0	8	6
<b>Advanced Practice</b>	41	NA	31	41
<b>Total</b>	487	185	892	672

## ***PRACTICE AND STANDARDS***

Standards of practice for registered nurses and licensed practical nurses in a variety of clinical and educational roles were reviewed and recommendations for implementation were made by the board. Staff is available to individual nurses as well as health related agencies throughout Mississippi regarding issues of nursing roles, scope of practice and practice standards and assists the Board of Nursing investigative staff by reviewing evidence and or cases related to generally accepted standards of nursing practice.

Information and resources were studied by staff and the Nurse Practice Committee of the board in order for decisions to be made regarding issues and questions involving nursing practice standards and scope of practice. The board was contacted by individual nurses, nursing directors, administrators and employers of nurses for specific nurse practice information. In FY 2005, 542 written responses were mailed and an additional 1915 verbal responses were provided to callers having nursing practice inquiries and 416 verbal responses were provided to callers having advanced practice nursing inquiries. In FY 2005, a frequently asked questions section was added to the board's website. This should result in a decrease in the number of written responses and give the public access to information in a more timely fashion.

## ***EXAMINATIONS***

The Board of Nursing is a consumer protection agency with the authority to regulate the practice of nursing through licensure and is responsible for examining the competency of persons entering the nursing profession through the administration of valid and reliable licensure examinations.

The board is a member of the National Council of State Boards of Nursing (NCSBN). Under the guidance and with the participation of its member boards, NCSBN has developed psychometrically sound and legally defensible licensure examinations to measure the competencies needed to perform safely and effectively as an entry-level registered nurse or licensed practical nurse. The National Council Licensure Examination® (NCLEX®) is administered via computerized adaptive testing.

The board is responsible for the administration of licensure examinations to graduates of registered and practical nursing programs. This testing program includes the administrative duties of determining candidate qualifications, processing applications for examination, securing qualified readers for disabled candidates in accordance with the Americans with Disabilities Act, soliciting and approving volunteer item writers and item reviewers, working closely with the national testing service and the local testing centers, evaluating and monitoring test sites, adhering to strict security measures, and receiving, processing and reporting examination results to individual candidates, schools of nursing, the State Department of Education and the State Board of Institutions of Higher Learning.

Licensure examinations are administered year-round in special testing centers equipped for computerized adaptive testing. This testing methodology allows candidates to schedule at their convenience at any of over 200 sites throughout the country, to receive results within two weeks of the examination. Mississippi has sites located in Jackson and Tupelo. Candidates may take the examination eight times in a one year period.

The Board of Nursing continued to be involved in the selection process of nurses from Mississippi who are nominated to participate in the development of quality licensure examinations for registered nurses and licensed practical nurses.

Mississippi's system of vocational and higher education provides education opportunities for potential nursing students throughout the state. Mississippi programs preparing licensed practical nurses are regulated and approved by the Community College Board pursuant to a contractual agreement with the Mississippi Department of Education. Mississippi programs preparing registered nurses are regulated and approved by the State Board of Institutions of Higher Learning.

Tables 9 and 10 include only those graduates of Mississippi schools of registered nursing and practical nursing who took the examination for the first time in FY 2005, or in the previous four years, regardless of where they initially applied for licensure. Comparing FY 2005 to FY 2001, there was a 67% increase in Mississippi RN graduates taking the examination for the first time and a 72% increase in individuals passing the examination on the first write. Compared to FY 2001, there was a 10% increase in Mississippi LPN graduates taking the examination for the first time and compared to FY 2004, there was a 5% decrease. The LPN first write pass rate increased from 84% in FY 2001 to 92% pass rate in FY 2005.

**Table 9: Mississippi RN Graduate First Writes**

YEAR	TOTAL NUMBER WRITING	PASSING		FAILING	
		NUMBER	PERCENT	NUMBER	PERCENT
FY01	820	691	84%	129	16%
FY02	961	827	86%	134	14%
FY03	1282	1123	88%	159	12%
FY04	1236	1060	86%	176	14%
FY05	1368	1191	87%	177	13%

**Table 10: Mississippi LPN Graduate First Writes**

YEAR	TOTAL NUMBER WRITING	PASSING		FAILING	
		NUMBER	PERCENT	NUMBER	PERCENT
FY01	527	443	84%	84	16%
FY02	506	401	79%	105	21%
FY03	566	478	84%	88	16%
FY04	615	549	89%	66	11%
FY05	582	535	92%	47	8%

Tables 11 and 12 describe all RN and LPN candidates who applied for licensure by examination in Mississippi (including first-time and repeat applicants) regardless of where they were educated.

**Table 11: Registered Nurse Licensure Examination Statistics  
First-Time and Repeat Candidates**

YEAR	TOTAL NUMBER EXAMS ADMINISTERED	PASSING		FAILING	
		NUMBER	PERCENT	NUMBER	PERCENT
FY01	1368	1016	74%	352	26%
FY02	1418	1088	77%	330	23%
FY03	1439	1141	79%	298	21%
FY04	1573	1263	80%	310	20%
FY05	1963	1600	82%	363	18%

**Table 12: Licensed Practical Nurse Licensure Examination Statistics  
First-Time and Repeat Candidates**

YEAR	TOTAL NUMBER EXAMS ADMINISTERED	PASSING		FAILING	
		NUMBER	PERCENT	NUMBER	PERCENT
FY01	741	529	71%	212	29%
FY02	704	477	68%	227	32%
FY03	786	570	73%	216	27%
FY04	809	631	78%	178	22%
FY05	741	613	83%	128	17%

Table 13 represents examination results for those LPN graduates who took the licensure examination during FY 2005. Table 13 also reports examination results for candidates who completed an out-of-state LPN program and for candidates who completed a registered nurse education program (foreign or domestic).

**Table 13: Practical Nurse Examinations - FY05**

<b>PRACTICAL NURSE PROGRAMS</b>	<b>FIRST WRITES</b>			<b>REPEATS</b>		
	<b>Number Tested</b>	<b>Number Passed</b>	<b>Percent Passed</b>	<b>Number Tested</b>	<b>Number Passed</b>	<b>Percent Passed</b>
Coahoma Community College	17	17	100	9	2	22
Copiah Lincoln Community College	30	27	90	2	1	50
East Central Community College	17	17	100	-	-	-
East Mississippi Community College	20	18	90	6	2	33
Hinds Community College	79	71	90	26	10	38
Holmes Community College	32	32	100	8	2	25
Itawamba Community College	27	24	89	9	3	33
Jones County Junior College	63	56	89	9	3	33
Meridian Community College	32	32	100	5	2	40
Mississippi Delta Community College	30	28	93	4	3	75
MS Gulf Coast Community College	78	71	91	9	4	44
Northeast MS Community College	18	14	78	3	3	100
Northwest MS Community College	77	69	90	26	14	54
Pearl River Community College	38	35	92	7	6	86
Southwest MS Community College	24	24	100	6	1	17
<b>Sub-Total</b>	582	535	92	124	56	45
Out-of-State Programs	16	11	69	13	7	54
Graduates of RN Programs	3	2	67	-	-	-
Graduates of Foreign Programs	2	2	100	1	0	0
<b>Sub-Total</b>	21	15	71	14	7	50
<b>TOTAL</b>	603	550	91	138	63	46

Table 14 represents examination results for those RN graduates who took the licensure examination during FY 2005.

**Table 14: Registered Nurse Examinations - FY05**

SCHOOLS OF NURSING	FIRST WRITES			REPEATS		
	Number Tested	Number Passed	Percent Passed	Number Tested	Number Passed	Percent Passed
<b>Associate Degree Programs</b>						
Alcorn State University	21	18	86	6	3	50
Copiah Lincoln Community College	23	22	96	10	3	70
East Central Community College	56	47	84	10	8	80
Hinds Community College	139	124	89	20	15	75
Holmes Community College	47	44	94	12	5	42
Itawamba Community College	58	56	97	10	2	20
Jones County Junior College	43	39	91	6	4	67
Meridian Community College	137	119	87	22	12	55
Mississippi Delta Community College	35	34	97	3	2	67
MS Gulf Coast Comm. Coll. Jackson County	14	10	71	13	6	46
MS Gulf Coast Comm. Coll. Jeff Davis	4	3	75	6	4	67
MS Gulf Coast Comm. Coll. Perkinston	110	92	84	13	9	69
Mississippi University for Women	53	41	77	25	13	52
Northeast MS Community College	73	64	88	19	10	53
Northwest MS Community College	84	75	89	16	9	56
Pearl River Community College	48	41	85	14	10	71
Southwest MS Community College	83	68	82	15	11	73
<b>Sub-Total</b>	1028	897	87	220	126	57
<b>Baccalaureate Programs</b>						
Alcorn State University	19	19	100	1	1	100
Delta State University	12	9	75	2	1	50
Mississippi College	46	40	87	7	5	71
Mississippi University for Women	40	38	95	14	8	57
University of Mississippi Medical Center	89	77	87	9	8	89
University of Southern Mississippi	101	81	80	33	18	55
William Carey College	33	30	91	5	4	80
<b>Sub-Total</b>	340	294	86	71	45	63
<b>Other</b>						
Out-of-State Programs	149	133	89	70	39	56
Foreign Programs	63	59	94	21	7	33
Closed Programs	-	-	-	1	0	0
<b>Sub-Total</b>	212	192	91	92	46	50
<b>TOTAL</b>	1580	1383	88	383	217	57



## ***INVESTIGATIONS - DISCIPLINE***

Investigations of alleged violations of the Nursing Practice Law were carried out by board staff, and disciplinary hearings were conducted by the board when investigations provided evidence of violations of the Nursing Practice Law and when agreed orders were rejected by the nurse. Table 15 compares FY 2005 investigative and disciplinary statistics with those of FY 2004.

**Table 15: Comparison of FY 2004 and FY 2005 Investigative and Disciplinary Statistics**

<b>ACTIVITY</b>	<b>FY04</b>	<b>FY05</b>	<b>PERCENTAGE CHANGE</b>
<b>Allegations Received</b>	1,003	1,045	4.2%
<b>Investigations Completed</b>	806	1,039	29%
<b>Referred for Action</b>	268	300	12%
<b>Investigations Closed</b>	538	739	37.4%
<b>Total Disciplinary Actions</b>	432	381	-12%
<b>Formal Hearings</b>	63	58	-8%
<b>Agreed Orders</b>	228	197	-14%
<b>Administrative Denials</b>	24	19	-21%
<b>RNP Admissions</b>	96	91	-5.2%
<b>RNP Relapse Admissions</b>	11	6	-45.5%
<b>Lapsed Reinstatements (WOL)</b>	10	10	-

The Board of Nursing continued to participate in the National Disciplinary Data Bank of the National Council of State Boards of Nursing. The data bank facilitates communication of disciplinary actions regarding licensed nurses among state boards of nursing. It is common for nurses to be licensed in more than one state. Therefore, a central informational system is necessary to assure that disciplinary action taken in one state is known to other states in which a nurse is or may be practicing. With implementation of the Interstate Nurse Licensure Compact on July 1, 2001, the board is able to share current significant investigative information with other compact states. When other states provide the information, this will facilitate public protection.

An additional reporting system has been mandated by the federal government and became operational during FY 2000. The Healthcare Integrity Protection Data Bank (HIPDB) was established under Section 1128E of the Social Security Act as added by Section 221A of the Health Insurance Portability and Accountability Act of 1996. HIPDB requires that all licensure actions be reported within a specified time frame and that the report include specified elements. It became operational in March 2000. The board continues to adapt internal procedures for future reporting as the federal government makes revisions to the reporting requirements.

## **RECOVERING NURSE PROGRAM -COMPLIANCE**

The Recovering Nurse Program-Compliance (RNP) was developed to protect the consumers of nursing care through a special program for nurses recovering from drug dependence and/or physical, mental or emotional disability that renders the individual unsafe to practice. The RNP enables nurses to maintain licensure while receiving treatment and aftercare and being closely monitored by the board through a structured consent agreement. Nurses acknowledge violation of the law and voluntarily enter into a contractual probation agreement with the board to restrict licensure for 12 - 60 months in lieu of a formal disciplinary hearing before the board. Nurses in the RNP are allowed to practice nursing in highly supervised settings, and are closely monitored through a system of written monthly progress reports from the program participant, the treatment/aftercare team and the employer. All participants are required to furnish random drug screens as well as verification of required attendance at drug rehabilitation support groups such as Alcoholics Anonymous or Narcotics Anonymous. Frequent conferences are conducted with each participant and site visits to employment and treatment settings are made as needed. The RNP also monitors all agreements resulting from disciplinary restrictions of licenses. Restricted licensees are required to submit numerous monthly reports to provide documentation of compliance with board orders revoked licensees voluntarily submit documentation in anticipation of a reinstatement hearing at some future date.

As of June 30, 2005, 238 participants were enrolled in the program, an increase of 4% over FY 2004. Since the program's inception, 895 individual nurses have participated in the program. Of these, 238 are current participants and 317 have successfully completed the program. The remainder were either referred to the disciplinary division due to noncompliance or left the program voluntarily. Table 16 depicts the activities of the RNP-Compliance during FY 2005 with those of FY 2004.

**Table 16: Recovering Nurse Program - Compliance Activities**

<b>ACTIVITY</b>	<b>FY04</b>	<b>FY05</b>	<b>PERCENTAGE CHANGE</b>
<b>Monthly Appointments</b>	849	1201	41.5%
<b>Signed Affidavits</b>	96	91	-5.2%
<b>Signed Readmission Affidavits</b>	11	6	-45.5%
<b>Completed RNP</b>	26	34	30.8%
<b>Signed Compliance Affidavits</b>	7	7	0
<b>Monitored Restricted (Monthly Average)</b>	96	96	0
<b>Monitored Revoked (Monthly Average)</b>	64	66	3%
<b>Number in RNP During Fiscal Year</b>	279	374	34.1%
<b>Number in RNP at End of Fiscal Year</b>	229	238	3.9%

## ***INTERSTATE LICENSURE COMPACT***

Nurses who reside in another compact state who wish to practice in Mississippi will be given the privilege to practice rather than going through the endorsement process for a license. The general purposes of this compact are to:

- Facilitate the states' responsibility to protect the public's health and safety;
- Ensure and encourage the cooperation of states in the areas of nurse licensure and regulation;
- Facilitate the exchange of information between states in the areas of nurse regulation, investigation and adverse actions;
- Promote compliance with the laws governing the practice of nursing in each jurisdiction;
- Invest all states with the authority to hold a nurse accountable for meeting all state practice laws in the state in which the patient is located at the time care is rendered through the mutual recognition of state licenses;
- The board began a formal evaluation of the impact of the Compact upon Mississippi in FY 2005.

## ***NATIONAL COUNCIL OF STATE BOARDS OF NURSING***

The Mississippi Board of Nursing continued to be active in the National Council of State Boards of Nursing (NCSBN). The mission of NCSBN is to promote public policy related to safe and effective practice of nursing in the interest of public welfare. It strives to accomplish this mission by acting in accordance with the decision of its member boards of nursing on matters of common interest and concern affecting the public health, safety and welfare. To accomplish its aims, NCSBN provides services and guidance to its members in performing their functions that regulate entry to nursing practice, continuing safe nursing practice, and nursing education programs.

In addition to the licensure examinations (NCLEX-RN® and NCLEX-PN®) NCSBN also assisted the Board of Nursing by providing services, research, and data in the areas of licensure, standards of practice, discipline, federal regulations, foreign-educated nurses, chemical dependency, nursing education and other regulatory and education issues.

The Board of Nursing contracts with NCSBN to assist the board in meeting HIPDB reporting requirements.

In FY 2005, board members and staff participated in NCSBN activities as follows:

- Board Member Emily Pharr and staff member Delia Owens attended the August 2004 NCSBN Delegate Assembly in Chicago.
- Board Members Debra Allen and Rosie Tallie and staff member Delia Owens attended the March 2005 NCSBN Mid-Year Meeting in Chicago.
- Staff member Delia Owens attended the April 2005 NCSBN Executive Officer Leadership Seminar in Miami. (The Board of Nursing did not finance Ms. Owens attendance at this meeting.)

## ***LIAISON AND INTER-AGENCY ACTIVITIES***

Staff members presented a variety of educational sessions to over 1600 individuals throughout Mississippi regarding the Board of Nursing, the Nursing Practice Law, nursing practice issues and chemical dependence among health professionals. Staff members assisted local, state and federal agencies in investigations of or related to nurses. They also represented the board on committees and at meetings of other state and national agencies and organizations including the following:

- Mississippi Nurses Association
- Institutions of Higher Learning (Council of Deans and Directors)
- Nursing Organization Liaison Committee
- Department of Health (Bioterrorism Preparedness and Response Program Advisory Committee)
- Office of Nursing Workforce (Advisory Committee)
- Office of Nursing Workforce (Barriers to Nursing Education Task Force)
- Office of Nursing Workforce (Nurse Residency Advisory Committee)
- National Council of State Boards of Nursing (Practice Breakdown Research Task Force)
- Theta Beta Chapter of Sigma Theta Tau International Honor Society (Board of Directors)
- University of Mississippi School of Nursing (Adjunct Faculty)
- Mississippi Bar Association

## ***OFFICE OF NURSING WORKFORCE***

In 1996, the Mississippi legislature passed the Nursing Workforce Redevelopment Act, which established the Mississippi Office of Nursing Workforce (ONW), under the auspices of the Mississippi Board of Nursing, for the purpose of addressing changes impacting the nursing workforce. ONW identified two major objectives: (1) Develop and implement a systematic annual survey for nursing manpower needs and projections; and (2) Develop a competency model to assist students in articulation and mobility within the multi-level nursing education system. The foundational philosophy for the ONW initiative is the belief that the health and welfare of the people of Mississippi are highly reliant on a competent nursing workforce, and that successful workforce development is dependent on each component of Mississippi's conceptual model.

### **Nursing Workforce Data**

ONW has completed its seventh year of nursing workforce data analysis from surveys sent to hospitals and aging and adult services. A full report was submitted to the Mississippi State Department of Health for inclusion in the State Health Plan, which includes nursing vacancy, increase in demand, and turnover data. Additionally, ONW reports 100% participation of Mississippi schools of nursing with the Southeast Regional Education Board (SREB) School of Nursing survey, which includes faculty and student data. ONW compiles the data from the SREB survey and the reports are provided to the Mississippi Council of Deans and Directors of Schools of Nursing annually. Data excerpts from both of these surveys are posted on ONW's website ([www.monw.org](http://www.monw.org)).

The ONW website ([www.monw.org](http://www.monw.org)) contains documents and reports related to ONW research and projects, including The Mississippi Competency Model, the Southern Regional Education Board (SREB) Council on Collegiate Education for Nursing Survey, ONW's Nursing Faculty and Workforce Report to the Mississippi State Department of Health State Health Plan, Nursing Workforce Trends, and the Executive Summary for Barriers to Nursing Education. ONW provides this information to state agencies, employers, and policy-makers for strategic planning and initiative development, and to other states for assistance in their workforce projects.

### **Nursing Education Barriers Identification Project (Barriers Project)**

During 2004-2005 (Phase III), many of the strategies previously identified by the Barriers Project Task Force were implemented and/or evaluated for potential impact on the roadblocks to completion of nursing education. A full report of the Barriers Project can be accessed on the ONW website. The major accomplishments during Phase III are as follows:

- Conducted a statewide continuing education program for all nursing faculty on intergenerational issues, cultural sensitivity and innovative classroom/clinical teaching methods;
- Developed "Navigator in a Binder" for posting on the ONW website which provides resources to assist students;
- Recommended the establishment of a separate task force with expertise in providing day care be formed to address the lack of quality and affordable day care;
- Conducted research on the impact of the Navigator Project at one community college;
- Initiated plans to replicate the Navigator Project in 2005/2006;
- Established a link to basic money management training offered by the FDIC and its' **MoneySMART** program on the ONW website.
- Made possible the statewide use of "*Nursing Success*" modules;
- Began the development of a web-based repository of available counseling services/resources for students;
- Developed proposed strategies for obtaining dependent health care coverage for nursing students as a part of service cancelable loans;
- Collaborated with Mississippi Hospital Association Health Careers Center (MHAHCC) to sponsor a Teacher/Counselor Summer Health Careers Camp in 2006;
- Collected data on students who become ineligible to return to nursing programs. Deans and Directors will continue to develop data collection and reporting methodology or student retention/attrition. Recommended consensus on and implementation of a standardized statewide exit interview form, in order that ONW may analyze the data for program and policy development;
- Conducted Nursing Education Best Practices Survey with nursing students and faculty. Results were analyzed and presentations made to faculty and student groups.

Barriers Project Phase III also included a study to determine the barriers to Allied Health Education by surveying all Allied Health students in the state and repeating the Nursing Education Barriers Identification Survey. In addition to the overall statewide Education Barrier reports, each nursing and allied health school received an individualized report outlining findings from their particular school. The reports generated from the analysis of the nursing and allied health barriers studies are concise and give clear descriptions of the findings. The reports will be useful to the Mississippi nursing and allied health workforce collectively, and each school individually as the state responds to the demands of the nursing and allied health workforce shortfall. The reports will also serve as resources for directing future initiatives through collaboration and partnerships, and as a guide for agencies, workforce investment areas, and

other organizations that encounter individuals making career decisions for the first time or those seeking a career change into healthcare.

### High School Nurse Academy Mentorship Project

The High School Nurse Academy Mentorship Project was expanded to a total of four sites, with funding from the Mississippi Development Authority (MDA). The four academies this year were also successful and plan to continue during the 2005 – 2006 school year and will seek additional partners for continuation of the program.

Student Nurse Academy	Number of Students	Number Taking CNA Examination	Number Passing CNA Examination
Meridian, Rush Foundation Hospital	20	16	15
Lift WIA Lift, Inc. (a community services center)	18	18	7 (14 passed at least one part )
Delta, Greenville Higher Education Center	16	16 will take exam in August	
Mississippi Job Corps Mississippi Job Corps, Crystal Springs, MS	18	16*	15

\*All are enrolled in college in healthcare tracks with five currently working as CNAs.

### Healthcare Workforce Regional Forums

With funding from MDA, ONW hosted four regional forums to discuss opportunities for partnerships between schools of nursing, healthcare employers, and local workforce investment areas. The forums focused on the state of the healthcare workforce in Mississippi and leveraging available resources to address healthcare workforce shortages. The forums were attended by Deans and Directors of Schools of Nursing, hospital nurse executives and human resource directors, and Local Workforce Investment Area staff. Site and dates of the forums were: Tupelo – 4/5/05, Cleveland – 4/6/05, Jackson – 4/8/05, and Hattiesburg – 4/12/05. They were all well attended and numerous collaborative partnerships developed as a result.

### National Presentations

American Organization of Nurse Executives (AONE)  
National Nursing Workforce Centers

### 2005 Statewide Healthcare Workforce Summit

The Office of Nursing Workforce held the 2nd Healthcare Workforce Summit: *Bridging New Employment Partnerships* (Summit) on June 23, 2005. Keynote speaker was Robert Seurkamp, Executive Director of the Governor's Workforce Investment Board, Maryland Department of Labor, Licensing and Regulation.

The purpose of the summit was to bring key issues to the forefront that are facing Mississippi's healthcare industry such as shortage of nursing and allied healthcare personnel, and the increasing demand for qualified professionals across all healthcare-related disciplines. The Summit promoted new and current partnerships between industry, government, and non-profit organizations related to Mississippi's healthcare needs.

